

## **Parker, Michelle**

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**From:** Parker, Michelle  
**Sent:** Monday, February 24, 2014 10:55 AM  
**To:** Doris, Grace; Daniels, William; Dunlap, Bridget  
**Subject:** FW: Inappropriate Behavior -- Your Assistance Requested

(b)(5) [Deliberative Process] ?

Thanks, Michelle

**Michelle Parker**  
Labor & Employee Relations Officer | EPA Region 8  
303.312.6139 | [parker.michelle@epa.gov](mailto:parker.michelle@epa.gov)  
303.565.0658

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**From:** [jpsych46@aol.com](mailto:jpsych46@aol.com) [mailto:[jpsych46@aol.com](mailto:jpsych46@aol.com)]  
**Sent:** Monday, February 24, 2014 10:47 AM  
**To:** Parker, Michelle  
**Subject:** Re: Inappropriate Behavior -- Your Assistance Requested

Michelle,

(b)(5) [Deliberative Process]

John

John Nicoletti, Ph.D., ABPP  
Board Certified Specialist in Police and Public Safety Psychology

-----Original Message-----

**From:** Parker, Michelle <[Parker.Michelle@epa.gov](mailto:Parker.Michelle@epa.gov)>  
**To:** [jpsych46@aol.com](mailto:jpsych46@aol.com)  
**Cc:** Doris, Grace <[doris.grace@epa.gov](mailto:doris.grace@epa.gov)>; Daniels, William <[daniels.william@epa.gov](mailto:daniels.william@epa.gov)>; Dunlap, Bridget <[Dunlap.Bridget@epa.gov](mailto:Dunlap.Bridget@epa.gov)>  
**Sent:** Mon, Feb 24, 2014 10:27 am  
**Subject:** RE: Inappropriate Behavior -- Your Assistance Requested

John,

We have not involved FPS to investigate. The individual has not been a problem; (b)(6)

No tips received.

Thanks, Michelle

**Michelle Parker**

Labor & Employee Relations Officer | EPA Region 8  
303.312.6139 | [parker.michelle@epa.gov](mailto:parker.michelle@epa.gov)  
303.565.0658

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**From:** [jpsych46@aol.com](mailto:jpsych46@aol.com) [<mailto:jpsych46@aol.com>]  
**Sent:** Monday, February 24, 2014 10:20 AM  
**To:** Parker, Michelle  
**Subject:** Re: Inappropriate Behavior -- Your Assistance Requested

Michelle,

(b)(5) [Deliberative Process]

Have you had any employees come forward with any tips?

John

John Nicoletti, Ph.D., ABPP  
Board Certified Specialist in Police and Public Safety Psychology

-----Original Message-----

**From:** Parker, Michelle <[Parker.Michelle@epa.gov](mailto:Parker.Michelle@epa.gov)>  
**To:** [jpsych46@aol.com](mailto:jpsych46@aol.com)  
**Sent:** Mon, Feb 24, 2014 9:20 am  
**Subject:** RE: Inappropriate Behavior -- Your Assistance Requested

John,

Here is an update on our recent incidents at the EPA.

There was another clogged toilet, this time in one of the men's restrooms.

There was also another incident of paper towels in a toilet in one of the women's restrooms. This time it was not flushed, so it did not overflow.

The incidents of urine on the seats and the floors are still occurring regularly in the women's restrooms; however, they are no longer limited to the 6<sup>th</sup> and 7<sup>th</sup> floors. Employees are now reporting the incidents more frequently.

In addition, an employee found a document advertising a (b)(6) rifle on a printer on the (b)(6) floor, (b)(6). Our IT department traced the print job to (b)(6) employee. We questioned (b)(6) about the document and (b)(6). We also questioned (b)(6) about the toilet incident on the (b)(6) floor. We asked if (b)(6) had any knowledge of who was involved or if (b)(6) was responsible. (b)(6) stated that (b)(6) was not involved and had no knowledge of anyone involved. We are going to keep (b)(6) on our radar.

Do you recommend that we take any additional countermeasures?

Thanks, Michelle

**Michelle Parker**  
Labor & Employee Relations Officer | EPA Region 8  
303.312.6139 | [parker.michelle@epa.gov](mailto:parker.michelle@epa.gov)  
303.565.0658

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**From:** [jpsych46@aol.com](mailto:jpsych46@aol.com) [<mailto:jpsych46@aol.com>]  
**Sent:** Sunday, February 23, 2014 6:46 PM  
**To:** Parker, Michelle  
**Subject:** Re: Inappropriate Behavior -- Your Assistance Requested

How many times has the behavior occurred since the memo was sent out? If you don't see a decrease I can give you some other countermeasures to use. Let me know.

John

John Nicoletti, Ph.D., ABPP  
Board Certified Specialist in Police and Public Safety Psychology

-----Original Message-----

**From:** Parker, Michelle <[Parker.Michelle@epa.gov](mailto:Parker.Michelle@epa.gov)>  
**To:** [jpsych46@aol.com](mailto:jpsych46@aol.com)>  
**Cc:** Parker, Michelle <[Parker.Michelle@epa.gov](mailto:Parker.Michelle@epa.gov)>  
**Sent:** Sun, Feb 23, 2014 6:19 pm  
**Subject:** Fw: Inappropriate Behavior -- Your Assistance Requested

Here's the memo.

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**From:** Howard Cantor <[Howard\\_Cantor@epamail.epa.gov](mailto:Howard_Cantor@epamail.epa.gov)>  
**Sent:** Tuesday, February 18, 2014 11:08:35 AM  
**To:** All Region 8 Employees  
**Subject:** Inappropriate Behavior -- Your Assistance Requested

**UNITED STATES ENVIRONMENTAL PROTECTION AGENCY  
REGION 8**

1595 Wynkoop Street  
DENVER, CO 80202-1129  
Phone 800-227-8917  
<http://www.epa.gov/region08>

February 18, 2014

Ref: 8RA

**MEMORANDUM**

**SUBJECT:** Inappropriate Behavior -- Your Assistance Requested

**FROM:** Howard M. Cantor//signed//  
Deputy Regional Administrator

**TO:** All Region 8 Employees, SEEs and Contractors

As some of you may be aware, there have been several incidents of inappropriate behavior in the building. A couple of examples include an individual clogging the toilets with large amounts of paper towels and an individual placing feces in the hallway outside of one the restrooms.

Management consulted with Dr. John Nicoletti, a national expert on preventing workplace violence, about these incidents. He advised us that this is very dangerous behavior as it includes property destruction and a disregard for the health and safety of others. He warned us that these individuals will probably escalate their behavior. Management is taking this situation very seriously and will take whatever actions are necessary to identify and prosecute these individuals. You can assist us by letting us know if you have any information about a specific incident.

Dr. Nicoletti recently provided the Region with refresher training on preventing workplace violence. For those of you who

took his recent class or one of his classes in past years, you may understand why the agency is very concerned about this type of behavior. Behavior that includes the destruction of property and disregard for human health is classified by Dr. Nicoletti as attack-related behavior.

Please inform your supervisor, a management official, or a member of the Regional Crisis Management and Advisory Team (RCMAT) if you observe or become aware of inappropriate behavior in the workplace. The RCMAT consists of Bridget Dunlap, Human Resources Officer; Bill Daniels, Infrastructure Program Manager; Grace Doris, Regional Security Officer; and Michelle Parker, Labor and Employee Relations Officer. Management takes its responsibility to provide all employees with a safe and healthy work environment seriously. We request your assistance in notifying us so that we can put a stop to this type of behavior before it escalates.